Aspiring to academic excellence on a global scale while remaining firmly committed to serving North Carolina’s people and communities will lead to Carolina’s future success. Chancellor Holden Thorp passionately expressed that vision Sunday with a University Day crowd of 2,750 on Polk Place during his installation as Carolina’s 10th chancellor.

“Throughout our history, our leaders have held true to a concept so bold, so audacious and so challenging — to aspire to global academic eminence while focusing our teaching and our service on North Carolina’s students and people,” Thorp said. “We’re the university of both — and. Both academic prominence and a commitment to our state.

“If William R. Davie had known how hard it was, he never would have tried it. Thank goodness he had no earthly idea. And thank goodness for the last 215 years we’ve had leaders who refused to choose between knowledge and service.”

UNC President Erskine Bowles underscored the University’s rich tradition of loyalty and service to the people of North Carolina. “I am enormously proud that this special relationship — this bedrock belief in the transforming power of higher education — all began right here in this very space,” he said.

Bowles said Thorp was the best person to embody the vision, wisdom and stamina to take Carolina to new levels of excellence.

“In Holden Thorp, you have gained an energetic and dedicated leader who personifies what Carolina is all about. He is not just from North Carolina — he is of North Carolina,” Bowles said. “The passion he has for the liberal arts, for nurturing creativity and for sharing the pure joy of discovery is absolutely contagious. And I for one have caught the fever.”

After taking the oath of office, administered by Patricia Timmons-Goodson, associate justice of the N.C. Supreme Court, Thorp talked about Carolina’s future. “I’m so proud to stand before you today to talk about how we can nurture this audacious idea and do even more for the people of our University, for our state and for our world.”

Excerpts of Thorp’s speech begin on page 6. For the full speech, video and a slideshow, refer to www.unc.edu.
University raises minimum salary to $25,000

Earlier this month, the University increased the minimum salary for full-time SPA employees to $25,000. The boost should be included in employees’ Nov. 21 paychecks.

This makes Carolina’s minimum annual salary $4,888 higher than the $20,112 minimum rate set by the state for University classifications under the new career banding system. Eligible part-time SPA employees will receive prorated increases based on the new minimum.

Chancellor Holden Thorp communicated the good news in an Oct. 6 letter to the roughly 290 staff members affected.

“Why are we doing this? Because we are committed to doing all we can to keep your compensation competitive with salaries paid in Orange County and the surrounding Triangle area,” the letter said. “You deserve this raise, and it reflects the hard work you do for the University.”

Thorp said in the letter that the General Assembly has historically been generous in supporting the University and that he would continue to work with UNC President Erskine Bowles to advocate for better salaries and benefits for University employees.

“I want Carolina to be an even greater place to work for our staff,” he said.

Employee flu shots offered across campus

In partnership with the State Health Plan, the University offers flu shots to employees through Nov. 13 at a variety of times and locations. In addition to clinics by appointment, four clinics are set up as walk-in clinics, including one Oct. 16 at the FPG Student Union during employee appreciation day.

Shots are free to employees covered under the State Health Plan or one of the state’s preferred provider organization plans. Cost without coverage is $30. For information and to register, see ehx.unc.edu/ueohc/flushot.shtml.

DON'T LET THE FLU BUG YOU!

Get a flu shot

CLINICS WILL BE HELD AT THE FOLLOWING SITES AND DATES:

- Brauer Hall Nov. 4, Nov. 11 (walk-in)
- Giles Horney Building Oct. 15, Nov. 5, Nov. 12 (walk-in)
- McColl Building Oct. 21
- Student and Academic Services Building Oct. 21
- Hooker Building Oct. 22
- FPG Student Union Oct. 16 (walk-in), Oct. 23, Oct. 30, Nov. 6, Nov. 13 (walk-in)
- Medical Biomolecular Research Building Oct. 28
- Friday Center Oct. 28
Council briefed on possible budget cuts

The economy will likely get worse before it gets better. For the University, that soon could mean tighter budgets, starting with announced cuts in non-recurring state funds at the end of this fiscal year that may soon be increased from 2 percent to 4 percent.

The size of the budget cuts — and how the University should respond to them — was a focal point at the Oct. 10 meeting of the Faculty Council.

“Now is the time to find out how well prepared we are to make the right decisions for our University and to position ourselves for the recovery,” said Chancellor Holden Thorp.

Thorp said that he, along with Executive Vice Chancellor and Provost Bernadette Gray-Little and Vice Chancellor for Finance and Administration Dick Mann were working closely with the UNC General Administration to carefully monitor the situation to be prepared for whatever comes.

Earlier this month, Mann and Gray-Little sent a memo to vice chancellors and deans about the prospect of facing a non-recurring 2 percent cut in state appropriations through the end of the fiscal year.

Gray-Little said chances were good that an additional non-recurring 2 percent cut would be announced in the next few days. She said the net effect would be that the University would get 4 percent less of the funding it was expecting when the fiscal year began.

“Now is a time for us to support each other,” Thorp said.

RETIREMENT PLAN CHANGES

Another matter that generated intense conversation at the meeting was the reduction of available vendors for individuals’ 403(b) plans from seven to two. The change, which will go into effect Jan. 1, will leave TIAA-CREF and Fidelity Investments as the two chosen vendors for all UNC system campuses. (See related story on page 11 for more details.)

Many faculty members expressed dismay at the change, raising issues about the loss of trusted financial advisers and the inability to keep their money with a state-based vendor.

Brian Usischon, senior director of benefits and employee services, emphasized that the choices were narrowed in response to final 403(b) regulations that the Internal Revenue Service announced in 2007 for public colleges and universities.

Usischon said the changes thrust more responsibility on the employer to manage the 403(b) accounts of employees, in part, and the restriction of choices was part of the broader effort to make the accounts more manageable.

The 403(b) accounts are supplemental retirement programs that employers can choose to participate in. They are different from the Teachers’ and State Employees’ Retirement System (TSERS) that employees can choose to participate in or the Optional Retirement Program (ORP) that faculty members can choose over the TSERS, Usischon said.

While all employees must participate either in the TSERS or ORP, each employee chooses whether to participate in a 403(b) plan, he said.

As of September, for instance, 2,745 employees, or less than a fourth of the total workforce, participated in a 403(b) plan.

Of these, 29 percent had their 403(b) plans with TIAA-CREF, while 21 percent had their plans with Fidelity. The high level of participation,

Brooks Building dedication to honor computer science pioneer

The name Fred Brooks has been synonymous with cutting-edge developments in computer science for a half-century.

The Kenan Professor of Computer Science was an architect of IBM’s supercomputers during the 1950s and coined the term “computer architecture.” He founded Carolina’s computer science department in 1964 and served as its chair for 20 years.

On Oct. 24 at 3:30 p.m., the University will dedicate the Frederick P. Brooks Jr. Computer Science Building, adjoining Sitterson Hall. The dedication, open to the UNC community and the public, will include tours of the building, laboratory demonstrations and refreshments.

Brooks’ current research focuses on real-time 3-D computer graphics, or virtual environments. His work has helped biochemists solve the structure of complex molecules and enabled architects to “walk through” buildings still under design. He has received many honors including the National Medal of Technology, Prize of the Franklin Institute and the A.M. Turing Award — considered the “Nobel Prize of computing.”

“From its founding, Fred Brooks guided the department’s growth to national prominence,” said Jan F. Prins, department chair. “He articulated the principle that computer science research should be measured by its impact in other fields. Students and faculty of the department built careers on this principle, and it has served them well. It is very fitting that we honor Fred’s vision, leadership and achievements with a computer science building in his name.”

Forum shares input on UNC’s pressing needs

Student Body President J.J. Raynor and University Trustee John Ellison appeared before the Employee Forum on Oct. 1 to lay out the many challenges the University will face in the coming years.

Ellison said the UNC system would see the college-age population grow by 80,000 students by 2017. Carolina will face the prospect of potentially enrolling some 4,000 of those students, he added.

The student population will increase as the retirement rate for tenured faculty will double. In the next five to 10 years, it is expected that around 500 of the more than 1,700 tenured or tenure-track faculty will retire.

To deal with both issues, the General Assembly will have to provide money, Ellison said. Additional building space will be needed to accommodate the rising number of students, and additional faculty members will have to be attracted to replace retiring faculty and to hire additional faculty because of the increased enrollment.

How well the University responds to those challenges and other pressing needs, Raynor and Ellison said, will help determine whether it becomes an even stronger institution than it is today.

“We are here to listen to you,” Ellison told forum members. And forum members responded by offering their suggestions and ideas.

Employee Forum Chair Tommy Griffin said that the ideas forum members generated would “live on long after we are gone.”

“When was the last time we had an opportunity like this in this room?” Griffin asked.

“So think about it and ask your questions.”

Ideas shared at the meeting will be included with those that Raynor and Ellison are collecting from an array of people as part of the Carolina: Best Place to Teach, Learn and Discover initiative (see information, page 2).

During the summer, the pair began talking with students, staff, faculty, alumni and others. Trustee Chair Roger Perry and Chancellor Holden Thorp handed Raynor and Ellison their assignment in July. They will continue holding conversations through the year and forward their recommendations to the Board of Trustees in the spring.

Vice Chair Brenda Denzler wanted to remind the University that it also has an aging corps of vital staff members, and serious attention needs to be paid to this group. One stone that could kill two birds, she added, would be free tuition at any UNC system institution for dependents of permanent employees. That would entice many people to work here, she
Admissions office looks beyond Carolina, promotes higher education for all students

Stephen Farmer is a native Virginian who came to Carolina’s admissions office eight years ago by way of the University of Virginia. Never before had he witnessed the intensity of emotion that Carolina evokes.

Virginians don’t love their revered state university the way North Carolinians love their Tar Heels, said Farmer, director of admissions since 2004. And that love, he believes, has to be reciprocated — not only for the students admitted, but also for those turned away.

“I don’t think there is any place in the country that will let an admissions office do the kind of things we are encouraged to do, which is to strive for excellence at the same time we are encouraging all students to go to college,” Farmer said. “It is not a common role.”

Carolina is obliged to serve the state however it can. That time-honored commitment, Farmer said, translates into a mission for his office that extends beyond recruiting students to Chapel Hill. It’s about promoting higher education in some form, somewhere, for all high school students.

That philosophy drew the attention of Nicole Hurd and the Jack Kent Cooke Foundation as it looked for a university to house the headquarters for the National College Advising Corps (NCAC) in spring 2007.

Launched with $12 million in funding from the Cooke Foundation and additional support from the Lumina Foundation for Education, the program deploys recent college graduates into high schools to talk to students about college, why they should go and how they can go even if they think they can’t.

Hurd is the founder and executive director of the NCAC, which is based on a similar program she created at the University of Virginia in 2004.

The NCAC now serves more than 13,000 students in 10 states and plans to serve 30,000 students in 2009. Institutional partners include the University of Alabama, Brown University, the University of California at Berkeley, the University of Georgia, Pennsylvania State University, Tufts University and Carolina. Each university operates its own home-based advising corps.

**PROMOTING ACCESS**

But there was never any doubt that the national headquarters had to be based at Carolina, Hurd said. That’s because Carolina has long held a national reputation for promoting accessibility, a reputation rooted to the University’s founding and captured in its moniker as “the people’s university.” That reputation has been strengthened because of leaders like Farmer, she said.

“I think Steve is the most visionary admissions director in the country right now because of the way he looks at serving an entire population of students and the way he is committed both to excellence and accessibility,” she said.

“Other people may share that commitment, but what makes Steve visionary is that he does not see those things as competing values. Excellence and access are one and the same thing if you define access as allowing excellence to come about in diverse ways.”

Hurd added that Farmer was among a bevy of leaders across campus who supported the commitment to accessibility, which convinced her that Carolina was the right fit for the headquarters.

They include Shirley Ort, who championed the Carolina Covenant, the groundbreaking program begun five years ago that allows qualified students to graduate from Carolina debt-free, and Chancellor Emeritus James Moeser, who backed starting the program.

Others are Bernadette Gray-Little, executive vice chancellor and provost; Archie Ervin, associate provost for diversity and multicultural affairs; and Mike Smith, vice chancellor for public service and engagement. One other person who has met with Hurd to reinforce Carolina’s commitment to accessibility was UNC President Erskine Bowles, Hurd said.

Chancellor Holden Thorp has strongly supported these efforts. In August, he met with 132 corps advisers who were on campus for national training, and he recently traveled to West Charlotte High School, one of the partner schools, to speak to potential college-bound students (see Thorp’s blog on page 7).

**CORE CONSTITUENCIES**

Hurd said there are really two core constituencies the advising corps serves: the promising high school students who the advisers scout high schools across the country to meet and the advisers themselves.

“They are not the same people after a year or two of service,” she said. “Part of that...”

Pharen Bowman, left, and Steve Farmer look on Oct. 1 as Chancellor Holden Thorp talks with West Charlotte High School students. Bowman is the advising corps member who works with the students.
New physics faculty member benefits from center resources

By manipulating light beams to form 3-D images of biological tissues, Amy Oldenburg hopes to develop new biomedical techniques for disease detection. The process, known as coherence imaging, allows researchers to examine detailed segments of tissues as a tool in the diagnosis and treatment of disease.

Oldenburg, who joined the Carolina faculty in July, is an assistant professor of physics and astronomy and is affiliated with the Biomedical Research Imaging Center. Breast imaging is one area of focus for her research.

“The strong medical and physics programs here were a major attraction for me,” she said.

As a research scientist for the past seven years, Oldenburg said she is much more at home in the laboratory than the classroom. Not since she was a doctoral student at the University of Illinois at Urbana-Champaign in the late ’90s had she taught undergraduates, so she wanted to brush up on her skills before teaching the statics course for the Curriculum in Applied Sciences and Engineering this semester.

“I realized right away that I would need some guidance about the latest teaching techniques,” she said.

She turned to the Center for Faculty Excellence, where she has tapped into advice on a range of topics and compared notes with many of her peers.

In August, Oldenburg attended seminars on effective college teaching and interactive lecturing. Although a math-intensive physics course might not lend itself easily to interactive lecturing, she said, the seminar provided a springboard for ways to initiate classroom discussion.

“I love that the center used a professor who was an excellent teacher and could lead by example. He ran the lecture just as he runs his classroom,” she said.

Last month, Oldenburg took part in a conversation organized by the center and designed to give new faculty members pointers about managing their research labs. Veteran researchers Linda Dykstra, William Rand Kenan Jr. Professor of Psychology, and Valerie Ashby, Gordon and Bowman Gray Distinguished Term Professor of Chemistry, led the discussion.

“Having those excellent faculty come in and share their knowledge with us was invaluable,” Oldenburg said. “We were able to interact one-on-one and get specific advice about how to start up our own research labs. We discussed what people wish they had known at this stage in their careers, even down to how to create effective group dynamics with the proportion of post-doctoral students to graduate students.”

At the session were new professors from a mix of disciplines, from psychology to medicine.

“It generated quite a discussion and overall turned out even better than I had hoped,” said Patrick Conway, center director and Bowman and Gordon Gray Distinguished Term Professor of Economics. “This is a model we like very much at the center. Whenever we can bring faculty together to share their expertise, we find that everyone gains.”

The Center for Faculty Excellence is a “one-stop shop” for new faculty, seasoned faculty and graduate student instructors who want to enhance their teaching, research and leadership skills or connect with others across campus.

In addition to seminars and monthly discussions, the center offers mentoring opportunities through one-on-one consultation and master classes. Oldenburg took advantage of a mid-term assessment opportunity in which she was videotaped in the classroom.

Center staff member Donna Bailey evaluated the videotape and had some specific tips to offer. She praised things Oldenburg did well such as gesturing expressively to portray the geometric nature of statics, encouraging students through a smile or compliment — or simply calling them by name — and pausing to let them digest key information.

At the same time, Bailey suggested providing a handout or chart to illustrate the principle(s) involved in particular problems.

“She emphasized that at the start of the lecture, I should give students an outline of the goals and questions to prepare them for accepting the knowledge,” Oldenburg said.

“Donna noticed that at any time I said, ‘Always do this,’ it sounded like a principle, and that was something I should emphasize in a structured way. I’m working on how to do that. Maybe I’ll give the students handouts that they’re expected to bring to every class.”

Watching herself teach, while not necessarily an easy thing to do, Oldenburg said, helped her become aware of the classroom dynamic she was creating. “I was reassured to know that the teaching challenges I’m facing are the same challenges all faculty members face,” she said.

For information about programs and opportunities at the Center for Faculty Excellence, see cfe.unc.edu.

See HONORS page 10

HONORS

KARIN PFENNIG
Assistant professor of biology, Pfennig has received a $1.5 million New Innovator Award from the National Institutes of Health (NIH). Thirty-one early career scholars across the United States were tapped by the NIH to receive the awards.

Pfennig will use the award to fund experimental research in understanding how individuals’ health status and external environment influence their behavior.

CAROLINA WOMEN’S CENTER
The Orange County Rape Crisis Center presented its Mary Ann Chapp Award for organizational community service to the Carolina Women’s Center at its 2008 general meeting on Sept. 9. The center was commended for its work to raise awareness about sexual violence on campus.

ROBERT G. PARR
Professor emeritus of chemistry, Parr has been awarded the 2009 Award in Theoretical Chemistry from the American Chemical Society. The award recognizes innovative research in theoretical chemistry that either advances theoretical methodology or contributes to new discoveries about chemical systems.

A previous winner of a National Academy of Sciences Award in Chemical Sciences, Parr has been a pioneer in the field of quantum chemistry since the 1950s.

JOEL E. TEPPER
Hector MacLean Distinguished Professor of Cancer Research and professor of radiation oncology in the School of Medicine, Tepper was honored by the American Society of Therapeutic Radiology as one of two recipients of the Gold Medal Award.

The group’s highest honor, the award is given to members who have made outstanding contributions to the field...
Holden Thorp installed as UNC's 10th chancellor

“It’s not the easy way to be Carolina. But over the centuries, we have shown the courage of our convictions. ... And that’s why our loftiest and most idealistic objectives make perfect sense.”

To advance as a campus community, we must deepen our collective commitment to the people of Carolina. We must motivate and nurture our students academically — and we must provide them with the right environment to find and follow their dreams. We must expect our faculty to succeed in the classroom and in research and service — and make sure they have the resources they need. We must enable our talented staff to provide these resources for teaching and learning — and attend to their circumstances to make this an even better place to work.

In short, we must make Carolina the best place to teach, learn, and discover.

First, attract the best students and inspire them. We want students who demonstrate a high level of academic work and commitment to original thought. We want students who embrace risk and meet challenges. And we want our undergraduates to reflect our state’s growing and diverse population. … It’s on us to do more than teach, more than educate. We must inspire our students to reach beyond themselves and take on the great problems facing the world. …

Second, recruit and support our stellar faculty. The national esteem for Carolina arises principally from the work of our outstanding faculty. … The defining principle of a research university is that teaching and discovery are done by the same people. Those who do both well are scarce. But not here at Carolina. …

Third, serve and elevate our region, state, and beyond. Our guiding principle calls us to aspire globally while serving locally. … Carolina can’t serve the state and the world if we don’t succeed in our own backyard.

On the state level, our service begins with attracting and inspiring the smart young people of North Carolina who will graduate and contribute to the economy and society here at home. …

One of the most critical issues facing our university system is how to educate an estimated 80,000 students by 2017. At Carolina, we have spent much of the past year studying potential enrollment growth. We have a responsibility to do our part. But we have to be smart about growth. We have to determine how to grow and enhance.

We can come together as a community to address the work without dismantling our academic structure. And we can do so to address the great problems in our academic life. …

So, what are the characteristics of a university that attracts and inspires the best students and supports the best faculty in the region and state? …

First and foremost, science shows that people are more likely to have new insights when they feel safe physically. …

Next, Carolina must be a great place to work for staff. That’s why, last week, we raised the annual salaries of our lowest-paid employees. We won’t stop there. We’ll continue to negotiate salaries and health benefits.

I’ve also asked the Office of Human Resources to develop a comprehensive management development program.
October 15, 2008

Holden Thorp installed as UNC’s 10th chancellor on University Day

“Over the centuries, we have shown the courage of our convictions and most idealistic objectives make perfect sense.”

Once our quality... rather as an intellectual community’s great problems. We can do something new or realigning our existing academic programs, students can do their work outside the classroom and as part of their day.

Characteristics of a university that attracts and inspires the best students, recruits and supports the best faculty, and serves and elevates our region and state?...

First and foremost, Carolina must feel safe. Neuroscience shows that people are more likely to have new insights when they feel secure. ... They also need to feel safe physically. ...

Next, Carolina must be a great place to work for staff. That’s why, last week, we raised the minimum annual salaries of our lowest-paid employees. We won’t stop there. We’ll continue to advocate for competitive salaries and health benefits.

I’ve also asked the Office of Human Resources to develop a comprehensive management development program for our supervisors. Our managers play a critical role in the University’s success, and we need to make sure they have the tools they need. This new training will focus on applying good management and leadership practices in daily interactions with staff members.

Next, Carolina must remain committed to the environment, which has been a topic of research here for nearly two centuries. ... On campus, we will continue to demonstrate a humble respect for the environment. Sustainability is not just an academic topic. It’s part of our culture. ...

Finally, Carolina’s health affairs schools and the UNC Health Care System must remain committed to pursuing ambitious curiosity-driven research, translating new discoveries to patients, and providing high-quality health care to North Carolinians — regardless of their ability to pay.

It’s not the easy way to pursue global eminence in our academic programs while drawing the majority of our students from a single state. It’s not the easy way to build world-class research programs in our professional schools and direct our clinical efforts to North Carolina. It’s not the easy way to commit ourselves to affordability while competing with our national peers who charge high tuitions.

People of Carolina, we are the light on the hill. Let it shine.”

Associate justice of the N.C. supreme court administers the oath of office to Holden Thorp as his wife, Patti, holds the Thorp family bible, which dates back to the 1880s.

The crowd of 2,750 well-wishers was invited to a reception, which was held on Polk Place near Wilson Library.

Holden Thorp receives the Chancellor’s Medallion, made of sterling silver, from UNC President Erskine Bowles. The University seal is on the obverse.

The chancellor’s mother, Bo, left, sits with the Thorp children, John and Emma during the installation.
PLAymakers News

■ PlayMakers Repertory Company offers UNC faculty and staff members with UNC One Cards 10 percent off the full price of single tickets for the 2008–09 season. Purchase tickets at the box office or call 962-7529.

■ “Blue Door” opens on PlayMakers’ Mainstage Oct. 22 and runs through Nov. 9. It begins with a soul-searching journey when an African-American professor is left by his wife, and the night of their breakup he is visited by the spirits of several male ancestors whose stories illuminate and guide his way. Directed by Trezana Beverley, “Blue Door” features original songs by Tanya Barfield. www.playmakersrep.org

ADAMS LECTURE ADDRESSES PRESIDENTIAL LEADERSHIP

Richard H. Kohn, professor of history and peace, war and defense, gives the Adams lecture Oct. 19 at 4 p.m. in the auditorium of the School of Social Work. Sponsored by the Program in the Humanities and Human Values and free of charge, the lecture’s title is: “On Presidential War Leadership, Then and Now.”

A banquet honoring Kohn as this year’s Adams lecturer follows at the Carolina Inn. Advance registration is required; fee is $50. Call 962-1544; e-mail human@unc.edu.

SNIPURL.COM/46hjh

UPCOMING EVENTS AT THE BULL’S HEAD

■ Oct. 20 – “Electabull ‘08” begins at the Bull’s Head Bookshop. Cast a vote for your favorite literary character and author in a variety of categories; win coupons and prizes for voting. Results are announced on Nov. 4 at noon, with free apple pie.


SNIPURL.COM/44ade

PARR CENTER PRESENTS PROGRAM ON PRO-LIFE PHARMACIES

A new lunch series sponsored by the Parr Center for Ethics – Ethical Issues in Research – offers its second topic Oct. 23 at noon in G030 Bondurant Hall. It examines the issue of refusing health services due to personal beliefs.

SNIPURL.COM/46rbg

FAMILY MEDICINE DEPARTMENT LAUNCHES RADIO TALK SHOW

The Department of Family Medicine partners with 1360 WCHL radio to present a new, hour-long radio talk show on patient health – “Here’s to Your Health” – hosted by Adam Goldstein and Cristy Page, both School of Medicine faculty members.

The next show airs Oct. 18 and focuses on influenza with guest David Weber, professor of medicine and pediatrics in the School of Medicine and professor of epidemiology in the School of Public Health.

Listeners may send health concerns, stories, suggestions and comments to: yourhealth@unc.edu.

INNOVATIVE INFORMATION TECHNOLOGY PRODUCTS ON DISPLAY NOV. 14

Finance Division’s Material and Disbursement Services plans an Information Technology Vendor Tradeshow Nov. 14, with product displays and industry representatives. Location is the Great Hall of the FPG Student Union, from 9 a.m. to 1 p.m.

For information, contact Dale Poole (962-3477 or dale_poole@unc.edu).

DEADLINES TO WATCH

■ The Institute for the Arts and Humanities’ Academic Leadership Program accepts nominations for the 2009–10 academic year through Nov. 1. To apply to become a fellow or to nominate a fellow faculty member, refer to snipurl.com/3th7m.

■ Nominations are open through Oct. 24 for the fourth annual W. Scott Blackwood Excellence in Research Administration Award. The award recognizes an employee for “meritorious and distinguished accomplishments in research administration” and includes a $500 prize.

SNIPURL.COM/RED/excellence_research_admin.doc

■ Nominations are open for the first Tim Quigg “Can Do” Award through Oct. 24. The award recognizes – and is limited to – a central support employee who exemplifies the “can do” attitude. The award includes a $500 prize.

SNIPURL.COM/RED/quigg_can_do_nomination.doc

RENCI BISTRO OFFERS 3-D DEMOS OCT. 30

The Renaissance Computing Institute (RENCI) invites the public to the latest in its Renaissance Bistro series of lunchtime demonstrations and lectures on Oct. 30 from noon to 1 p.m. at the RENCI engagement center.

RENCI experts Eric Kaisley, 3-D visualization researcher, and Josh Coyle, new media specialist, demonstrate how RENCI is using new digital technologies and visualization techniques to communicate scientific, educational and general information.

The bistro is free and includes lunch on a first-come, first-served basis. R.S.V.P. to jshelton@renci.org.

CLIMATE CHANGE SUBJECT OF OCT. 17 SYMPOSIUM

National environmental experts and scholars discuss “The Impacts of Climate Change on an Evolving North Carolina Coast” at an Oct. 17 symposium sponsored by the Center for Urban and Regional Studies. It is held from 8:15 a.m. to 4:45 p.m. at the Hill Alumni Center.

Cost is $50, which includes breakfast and lunch. www.curs.unc.edu

DUELING STRINGS

South meets East the evening of Sept. 26 at the Seventh Annual “Asia in the Curriculum Symposium,” held at the FedEx Global Education Center. The North Carolina-Research Triangle Park Chinese Traditional Instrument Ensemble performed traditional folk tunes with some Southern flavor to entertain a national audience of University representatives and educators.
American Studies Conference

Registration Open for African-Challenges for Black Families Is Conference Topic

Issues facing black families in areas including education, faith and social justice are examined at a November conference, hosted by the Institute of African American Research. The 2008 African-American Studies Conference is held from 10 a.m. to 4 p.m. Nov. 6 and 10 a.m. to 3 p.m. Nov. 7. snipurl.com/45ji8k

Registration Open for African-American Studies Conference

The Institute of African American Research plans a meeting Nov. 6 and Nov. 7 in Hyde Hall, “Examining the African American Family.” It explores issues that both join and divide black families and analyzes how African-American families function in contemporary America. Call 962-0977. snipurl.com/46or2

Challenges for Black Families Is Conference Topic

Registration Open for African-American Studies Conference

Exhibit Profiles Black Cinema

“Black Dreams and Silver Screens: Black Film Posters, 1921-2004,” is the title of a new exhibit at the Stone Center’s Robert and Sallie Brown Gallery and Museum. On display through Dec. 5, it features more than 65 original posters, rare vintage lobby cards and one-of-a-kind materials from the earliest days of black filmmaking, and from classic films with all-black casts. Besides their use as promotional material, the posters played an important social and cultural role for black communities across the country by showing black actors most often as legitimate screen stars and cultural icons.

Games4Learning Topic of Oct. 22 Panel Discussion

Do student gamers transfer knowledge between the game and real life? A panel of seven UNC gamers discuss their experiences Oct. 22 from 4 to 5 p.m. in the second floor Incubator Room in Hyde Hall at the Institute for the Arts and the Humanities.

Registration is free: LearnIT.unc.edu/workshops. To learn more, see LearnIT.unc.edu/games4Learning/index.php.

Planetarium Sets Halloween Mood

The "Scare-o-lina Skies" show at the Morehead Planetarium and Science Center features Halloween-themed ancient sky legends, on view Oct. 24 at 8 p.m., Oct. 25 at 8 p.m. and Nov. 1 at 8 p.m. moreheadplanetarium.org

‘Nature’s Splendor’

“Nature’s Splendor” — an exhibition of watercolors by Chapel Hill painter David Stickel — is on view at the North Carolina Botanical Garden’s Totten Center through Oct. 31. (Call ahead for viewing: 962-0522.) A detail of “Summer Splendor” (left) depicts a hollyhock in bloom and reflects the detailed realism of Stickel’s work. davidstickel.com

Next calendar includes: Oct. 30 – Nov. 19 | Deadline for submissions: 5 p.m., Mon., Oct. 20 | E-mail: gazette@unc.edu | Fax: 843-5966: Clearly mark for the Gazette. I Campus Box: 6205. The Gazette calendar includes only items of general interest geared toward a broad audience.

For complete listings of events, including athletics, see the Carolina Events Calendars at www.unc.edu/events.
transformation comes through grace and humility. When they come into a community to forge new relationships, they must be careful not to sound like eager alumni with all the answers. There are no silver bullets to higher education and they have to be able to listen to be able to make a difference.”

In addition, the corps serves students who have never been on the radar screen of college recruiters looking for underprivileged students with promise.

“The beauty of the program is its ability to build capacity to reach out and down,” Hurd said. “There are bright students everywhere, and by going to these underserved schools, we allow more of those students to get their chance.”

She cited a school in southwestern Virginia that advises from the University of Virginia first served in 2004. “Virginia had not received an application from that high school in 26 years,” Hurd said. But after that visit, three students applied and two enrolled. One will graduate in the spring.

Farmer sees that same challenge in North Carolina.

There are so many children in this state who grow up dreaming to come to Carolina and parents who dream of sending them here. Those dreams can’t be taken lightly, Farmer said, nor should they be dismissed.

The admissions staff tries to redirect that dream onto another path to higher education — even a path that may circle back to Carolina one day after a student has demonstrated academic success at a community college or another university.

“Everybody on our staff understands that their job is to be really smart and shrewd about recruiting the best and the most diverse class we can possibly get,” Farmer said.

“They are always alert for how we can explain what is unique and wonderful about Carolina to kids who would thrive here. But not every great kid is ready or willing to come to Carolina, and our job is to try to help them, too. Often they come back to us two or three years down the road. Not everybody has to hit their stride at the same time academically.”

In 2006, again with support from the Cooke Foundation, Carolina created the Carolina Student Transfer Excellence Program, or C-STEP, a partnership with community colleges in Durham, Wake and Alamance counties to increase the number of transfer students to Carolina. Carolina was one of eight colleges and universities to join the foundation in the effort to enable more community-college students to earn bachelor’s degrees from selective four-year institutions.

**EXCELLENCE AND GROWTH**

The key to all these approaches, Farmer said, is not to see access and excellence as an either-or proposition, but a both-and one. Even so, as the UNC system grapples with an anticipated infusion of 80,000 students over the next decade, the tension over sustaining both goals will likely intensify.

“One pole of the argument is that we should never grow because we want to make sure the quality of the student body remains as strong as it is now,” Farmer said. “The other pole is that we should grow as big as we can grow because the students who come here will be better off than they would otherwise be, and the more students who come here the better off the state would be.”

Farmer said a strong case could be made either way, but in the context of serving the entire state, setting the bar high at Carolina will always make sense.

“We want to foster access and excellence for those students who want to come to Carolina and are prepared for Carolina,” he said. “But those values we are promoting for Carolina are no less valid for students who want to go somewhere else to college and who would be better served somewhere else.”

Thorp has acknowledged that one of the greatest things Carolina can do for the state of North Carolina, by setting the high standards it does, is to motivate young people throughout the state to work harder in school in order to qualify to come here, Farmer said.

“If Carolina was easier to get into, there wouldn’t be as many students across the state who would be working so hard,” he said.

The job of the admissions office is not easy, in part because in many respects it is custodian to the deep love that so many people in the state feel toward Carolina. And, as Thorp said shortly after being named chancellor, that love is an asset that its leaders must always treasure and preserve.

“The truth is, it is a great privilege to serve a university that people care about so much,” Farmer said. “It is also much more fun to work at a university that really cares about people.”

At first glance, personal safety and mobile learning might not seem to have much in common. But thanks to the UNC Mobile communication program, through a partnership with Rave Wireless, the campus community has access to a range of cell phone-based tools that promote both safety and learning.

The initiative is jointly funded this year by the Division of Student Affairs and Information Technology Services (ITS).

“We have been exploring mobile communications for several years now and feel that this represents our strongest offering so far. UNC Mobile connects students, faculty and staff to the campus via a device they always have with them, their cell phone,” said Brian Payst, director of information technology for student affairs.

This year, Rave Guardian offers the safety equivalent of a “mobile blue light.”

Before heading out, people can call a toll-free number, enter an estimated length of time to reach their destination and leave a voice message with any additional information. If the timer expires and Rave Guardian has not been deactivated, campus police will be alerted. Police can access a person’s profile and the recorded message for information to assist in their response. With certain carriers, Rave Guardian can even pinpoint and map the location of the phone from the network.

Another safety feature allows users to place a “panic call” to campus police and have that same information immediately available to the police. Unlike older versions, this year’s Rave Guardian does not require a data plan to start the Guardian timer or to send information to campus police.

A person’s private data is stored securely and available only to police and first responders when an urgent situation arises; otherwise the person cannot be tracked. Unless an alert is triggered, the personal information is not transmitted and it is discarded from the system.

‘ITS recognizes campus safety as a top priority. We are pleased to be partnering with Student Affairs to bring the enhanced safety features of Rave Guardian to our campus community,” said Larry Conrad, vice chancellor for information technology and chief information officer.

By registering with UNC Mobile, students can also opt to receive Blackboard course announcements, University e-mail, bus arrival and departure times from NextBus and updates from the student calendar SLICE.

Every recognized student organizations also will have a pre-configured Rave group set up for sending event announcements, polls and general information via text messages to students who sign up for that group. Other groups can be created from within the Rave Web site.

Carolina has partnered with Rave Wireless since 2005 when a small pilot group tested its text messaging, data sharing and emergency contact capabilities. To register for the services or to learn more, refer to www.unc.edu/uncmobile.
New IRS regulations require 403b supplemental retirement plan changes

In response to new regulations from the Internal Revenue Service, the UNC system recently decided to implement a systemwide 403(b) supplemental retirement plan to provide more efficient, cost-effective plan administration and help ensure compliance for all UNC campuses.

Previously, each campus had an individual 403(b) plan for its employees.

TIAA-CREF and Fidelity Investments were chosen as the two vendors for the systemwide plan, which will be effective Jan. 1, 2009. Previously, Carolina employees could choose among seven vendors in the University’s plan.

“The IRS mandated some important changes in the administration of 403(b) retirement plans by public institutions,” said Brian Usischon, senior director of benefits and employee services.

The new federal regulations require additional documentation and coordination by the employer. In addition, the employer has to assume new responsibility for several aspects of 403(b) plan administration/compliance, including contribution limits, loans, hardships and transfers.

“It would be nearly impossible to comply and avoid any negative tax consequences to our employees in an environment with seven vendors across the UNC system,” Usischon said. “In addition, leveraging the University’s shared purchasing power provided an opportunity to make a broader array of investment choices available to all University employees at reasonable fees.”

A systemwide committee was established to recommend a process for ensuring compliance and to develop an implementation plan. The committee, which included representatives from several campuses and the UNC Health Care System, worked with a national consulting firm and outside tax attorneys to develop minimum requirements and evaluation criteria for identifying providers with relevant experience servicing large multicampus plans.

“As part of a competitive bid process, the committee reviewed each bidder’s proposed investment offerings, fee structure, employee education tools, service capabilities, staffing, financial stability, and technology,” said Usischon, who represented Carolina on the committee. “After all bidders were given due and careful consideration, the committee recommended the selection of Fidelity and TIAA-CREF to President Bowlses.”

**WHAT YOU SHOULD DO**

Any Carolina employee currently enrolled with Fidelity and/or TIAA-CREF does not need to re-enroll; however, employees should review their allocation choices, because new funds and features — such as a Roth 403(b) — will be available.

Any employee enrolled with another vendor (AIG Retirement, ING, Lincoln Financial, MetLife and Verity) must enroll with either Fidelity or TIAA-CREF to continue to contribute to the 403(b) program after Jan. 1.

“Although you will be able to keep your funds invested with one of the vendors not selected, you will no longer be able to contribute to these vendors,” added Usischon.

Additional material, enrollment packets and employee information sessions will be available in the next several weeks. Plan participants and HR facilitators will receive schedules soon.

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Star Heels kicks off seventh year

Now in its seventh year, the Star Heels awards program, which provides a way for departments to recognize and reward employee excellence, is changing to provide more flexible recognition possibilities.

Recipients will receive a $30 Visa gift card as well as a certificate in an embossed presentation folder. Previously, award winners received a letter and a $25 gift certificate from one of four area vendors.

“Changing to the Visa card will allow recipients to have more choices in where they use their award,” said Shelly Green, Star Heels program coordinator in the Office of Human Resources. “Feedback from past recipients was instrumental in leading to this change.”

As in previous years, departments will have the ability to choose award criteria and timing, which allows departments to fit the program into their respective cultures.

“The University is pleased to continue this popular program generously sponsored by TIAA-CREF, one of the University's Optional Retirement Program and Supplemental Retirement Plan providers,” said Brian Usischon, senior director of benefits and employee services. “We are excited about the enhancements we have made to the program and look forward to recognizing employees who have a ‘Star’ performance this year.”

Nominations will be accepted until June 1, 2009. For more information, see hr.unc.edu and search Star Heels, or call Employee Services at 962-1483.

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Thorp accepts housekeeping recommendations

At the beginning of the month, Chancellor Holden Thorp accepted the recommendations of the Housing Support Housekeeping Committee.

The committee, established by the divisions of Finance and Administration and Student Affairs, had been working to devise a schedule for Department of Housing and Residential Education housekeepers that met the University’s needs while not requiring housekeepers to work weekends if they preferred not to do so. Housekeepers from each housing work zone and managers from the departments of Housing and Facilities Services were on the committee.

Thorp accepted the committee’s recommendations Oct. 1. They include reducing restroom cleaning in suite-style halls to three days a week, increasing restroom cleaning in community-style halls to six days a week and hiring new part-time housekeepers for weekend work.

Also recommended was a January start date when students return for spring semester, a 60-day pilot program throughout housing to allow time to adjust workloads with available resources and a comprehensive outside review of the services in the spring.

The committee agreed that the new plan should be evaluated frequently to assess the distribution of work, overall effectiveness of the seven-day schedule and satisfaction with the level of cleanliness. Zone managers would conduct assessments to compile information and to modify staffing or the schedule of tasks.

Van Dobson, assistant vice chancellor for Facilities Services, said his department would ensure that zone managers involved with the pilot program understood the purpose of the trial and expectations regarding the assessments. Housekeepers would be encouraged to provide feedback during the pilot.

Dobson said housekeepers would continue to work their current weekend shifts between now and January. During this time, employees could work six days and collect overtime for weekend work or work five days and receive regular pay for weekend work.

At its Oct. 1 meeting, the Employee Forum approved sending a letter to Thorp requesting that he keep the dialogue open between housekeepers and administrators throughout the process.
Chief Tom Bridgers and ROTC students, including Air Force Junior ROTC Cadet Julia Byszewski, officially welcomed me to Terry Sanford High School.

"... My name was on the marquee outside, and the ROTC students were waiting for our car when we arrived. Principal Diane Antolak took me on a tour of the school. Things had changed a bit, but a lot of it was just like it was in 1982. She had only been there three years, so she didn’t know where my chemistry class had been, but I was able to take her to the right room. I knew it was the right place, because I went back in the storage area and saw a spot on the floor where I had spilled nitric acid."

Chancellor Holden Thorp recently began a tour of the state to talk with high school and university students, alumni and some of his fellow UNC system chancellors about the University’s commitment to North Carolina. He stopped in Asheville, Charlotte, Elizabeth City, Fayetteville, Greensboro, Morehead City and Wilmington — as well as Chapel Hill — and kept a blog of each day’s events (postmarked the next day) during the initial Sept. 29–Oct. 6 trip. Here are excerpts from the chancellor’s blog so far; the full text is available at holden.unc.edu.

"... The current West Charlotte students had a chance to hear from other UNC alums about how to get from their school and from Pharen about how to get to college and how to succeed. She made a passionate speech about coming to Carolina and how it was in reach for all the students there. When she described filling out her financial aid form, she said that every number she put down was a zero. But, in spite of her family’s financial situation, Pharen came to Chapel Hill, got her journalism degree, and — thanks to the Carolina Covenant — left debt-free. After the Carolina Covenant — left debt-free. After her chemistry class had been, but I was able to take her to the right room. I know it was the right place, because I went back in the storage area and saw a spot on the floor where I had spilled nitric acid."

The Ackland Art Museum continues its 50th anniversary celebration with artistic and cultural offerings of the late 1950s, "Performing Circa 1958."

The series begins Oct. 21 with "An Evening of Jazz." Jim Ketch and Stephen Anderson will join students in exploring jazz milestones from 1959 in a concert of music by Miles Davis, John Coltrane, Ornette Coleman and Antonio Carlos Jobim.

The performance takes places at 7 p.m. in Gerrard Hall, followed by a reception at the Campus Y Building.

Admission is $15 for non-Ackland members. Buy tickets at the Ackland front desk or at Memorial Hall. For information, call 919-962-8687. 

Series explores the arts of the late 1950s

said, and just as importantly would encourage more people already here to stay.

Secretary Marshall Dietz said the University would be strengthened if administrators emphasized the needs and contributions of staff as they do faculty and students. "Staff is always an afterthought," Dietz said. "We need to do more. When Chapel Hill moves ahead, we need to move everybody ahead."

Todd Hux from Facilities Services talked about putting money into merit pay. It exists on paper, he said, but not in people’s paychecks because funding for it has never been allocated by the General Assembly.

Alan Moran, also from Facilities Services, suggested offering reduced tuition to Carolina students who agree to work at the University for several years after they graduate. Ryan Greenway, from the dean’s office in the College of Arts and Sciences, said affordable housing in Chapel Hill would help attract young faculty and staff members to work here.

Mike McQuown from the School of Public Health said the University would be better if people were treated more fairly across the board. “Folks are ignored,” he said. Raynor and Ellison thanked forum members for their input and said their comments would be posted on a Web site developed for the initiative, bestcarolina.unc.edu. People can submit ideas to Ellison at Blount2@aol.com and Raynor at jjraynor@gmail.com.

In other action, the forum gave final approval to a set of guidelines that delegates to the UNC System Staff Assembly must follow.

It also approved a resolution from Denzler that calls for University Advancement to include at least two staff-oriented proposals as the University plans for the next major fundraising campaign.